

AUTHORIZED FEDERAL SUPPLY SERVICE SCHEDULE PRICELIST
Mission Oriented Business Integrated Services (MOBIS)

SIN 874 1 and 874 1RC

Integrated Consulting Services



SMITH/Associates

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San Antonio, Texas

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WOMEN-OWNED SMALL BUSINESS

CONTRACT NUMBER: GS-10F-0144W

PERIOD COVERED BY CONTRACT: 3/26/2010-3/25/2020

PRICELIST CURRENT THROUGH MODIFICATION #PS-0015 DATED 4/9/2015

General Services Administration
Federal Supply Service

Point of Contact: Frank Muller/918-808-1060/FMuller@smithcollaboration.com

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAdvantage.gov.”

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AUTHORIZED FEDERAL SUPPLY SERVICE SCHEDULE PRICELIST
Mission Oriented Business Integrated Services (MOBIS)

About SMITH/Associates

SMITH/Associates was founded in 1994 to help people and organizations work together better by building and strengthening relationships. SMITH/Associates is a small, woman-owned, San Antonio-based collaboration firm that provides partnering, facilitation, and a variety of other services to numerous governmental and private clients. SMITH/Associates is committed to working with our clients and the community to provide opportunities for creating solid working teams and sharing information.

With over 20 years of experience, we have developed a deep understanding of advisory and assistance services and cultivated an extensive global network. Combining this operational understanding with our small business sense of urgency, we offer **strategic solutions** as an extension of companies' recruiting staff. Our recent success stands in large part on our ability to work well as a team player with clients and other companies, and to quickly find qualified personnel.

PARTNERING AND FACILITATION

SMITH/Associates views partnering as a facilitated management process designed to assist in meeting cost objectives, improving quality of products and services, and cultivating positive, long-term working relationships both within and outside of an organization.

Our staff provides a unique blend of extensive facilitation and training experience, relevant professional and technical expertise, and effective program design and delivery to complex, contentious, and high-profile situations. Examples of our partnering and facilitation services include:

- Facilitated development of multiparty communication strategies
- Project management tools
- Team building
- Process improvement
- Issue resolution

STAFFING SOLUTIONS

SMITH/Associates' staffing solutions demonstrate our entrepreneurship and adaptability by staffing an array of positions to assist clients in managing changing programs and supplement existing workforce. We provide professionals who possess required technical and functional skills and who have natural talent and specific training in workplace collaboration. Clients choose SMITH/Associates' staffing services not only for our high-caliber consultants, but also to gain small, woman-owned business credit for the full range of support we provide.

SMITH/Associates offers a full range of staffing services that can be customized to match client needs, including:

- Managed subcontract staffing
- Confidential direct recruitment
- Contract-to-hire placement

For Government Agencies that need staffing support in the United States and overseas, SMITH/Associates provides:

- Quick, convenient access to capable professionals

AUTHORIZED FEDERAL SUPPLY SERVICE SCHEDULE PRICELIST

Mission Oriented Business Integrated Services (MOBIS)

- Specialized collaboration expertise
- Small business utilization credits

Staff Augmentation

We provide professionals who possess required technical and functional skills, subject matter expertise and collaborative backgrounds. Clients also gain small, woman-owned business credit for the full range of support we provide.

Recruiting Services

SMITH/Associates offers detailed technical expertise coupled with our associates' collaborative talents differentiate our consultants from our competitors. Whether you need 1 or 100 positions filled, trust us to leverage our high-caliber recruiting network to source, screen, and select your ideal candidates.

Unlike temporary agencies, SMITH/Associates is a long term partner with responsive business processes and global outreach capabilities. We manage our employees, allowing clients to focus to achieving mission goals.

PUBLIC OUTREACH

Effective, proactive outreach requires recognizing both the technical and perceptual issues surrounding a subject and tailoring a simple, yet comprehensive message to a diverse audience. SMITH/Associates provides expertise in the communication process and expertise in the understanding of complex human relationships. Our experience with public outreach allows us to:

- Utilize strategic communications to plan and execute campaigns tailored to target audiences
- Understand strategic guidance to ensure military and civilian public affairs protocol and messaging is consistent
- Employ care, communication and crisis management approaches to risk communication, reducing community outrage
- Create materials and manage websites

Additionally, we conceptualize communications plans and implement strategies that achieve results. Our experts engage in and develop a variety of communications efforts for our clients including:

- Strategic Communications Planning
- Marketing
- Public Affairs
- Business Development
- Video Production
- Graphic Design
- Web Design

CUSTOMER INFORMATION**1) Table of Awarded SIN's:**

SIN	Description	Page
874 1 & 874 1RC	Integrated Consulting Services	Attachment II

1b) Lowest priced model:

N/A

1c) Labor Categories:

See Attachment I

2) Maximum order:The maximum dollar amount to be issued is **\$1,000,000****3) Minimum order:**The minimum dollar value of orders to be issued is **\$100****4) Geographic coverage (delivery area):**

Continental US; Pacific US; and Europe

5) Point(s) of production (city, county, and State or foreign country):SMITH/Associates
700 North St. Mary's St., Suite 1290
San Antonio, TX, 78205**6) Discount from list prices or statement of net price:**

All Prices herein are net (Discounts have been deducted)

7) Quantity discounts:

None

8) Prompt payment terms:

Net 30- Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

9) Notification that Government purchase cards are accepted at or below the micro-purchase threshold:

SMITH/Associates will accept Government purchase cards up to the micro-purchase threshold

9b) Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:

SMITH/Associates will accept Government purchase cards above the micro-purchase threshold

10) Foreign items (list items by country of origin):

None

11) Time of delivery:

The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below:

SMITH/Associates will adhere to the delivery schedule stipulated in each task order and/or task order amendment.

11b) Expedited Delivery:

Please contact contractor

11c) Overnight and 2-day delivery:

Please contact contractor

11d) Urgent Requirements:

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract

12) F.O.B. point(s):

Destination

13) Ordering address(es):

SMITH/Associates
700 North St. Mary's St., Suite 1290
San Antonio, TX, 78205

13b). Ordering procedures:

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3

14) Payment Address(es) :

SMITH/Associates
700 North St. Mary's St., Suite 1290
San Antonio, TX, 78205

15) Warranty provision:

Contractor's standard commercial warranty

16) Export packing charges, if applicable:

N/A

17) Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):

Please contact Contractor.

18) Terms and conditions of rental, maintenance, and repair (if applicable):

N/A

19) Terms and conditions of installation (if applicable):

N/A

20) Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):

N/A

20b) Terms and conditions for any other services (if applicable):

N/A

21) List of service and distribution points (if applicable):

N/A

22) List of participating dealers (if applicable):

N/A

23) Preventive maintenance (if applicable):

N/A

24) Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:

N/A

24b) 508 Compliance:

N/A

25) Data Universal Number System (DUNS) number:

058316949

26) Notification regarding registration in System for Award Management (SAM) database:

SMITH/Associates has registered with the SAM database.

Attachment 1: Labor Category Description**Task Order Manager**

Minimum/General Experience: Has six (6) years experience in related technical and management discipline.

Functional Responsibilities: Works under general supervision of overall project manager or higher-level company management. Is responsible for the management of a specific task, or for a particular portion of a larger, more complex project. Is fully knowledgeable of all aspects of the technical areas involved in the assigned project. Performs studies, analyses, and tests on projects or tasks which involve conventional plans, investigations, analyses, etc. Receives overall instructions on specific assignment objectives, features, possible solutions, etc. Assistance is furnished on unusual problems and work is reviewed for application of sound professional judgment.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Senior Management Consultant

Minimum/General Experience: Will have twelve (12) years of progressive experience. Experience in managing two or more large Programs or concurrent management and multiple complex Projects, from inception to deployment. Includes demonstrated exception written and oral communication skills, including project plans, white papers, proposals and formal presentations. Must have demonstrated experience in managing all key project areas.

Functional Responsibilities: Serves as the Program manager of a large, multi-task effort, applying a wide spectrum of disciplines for planning, analysis, design, implementation and support of assigned tasks. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business information planning, business and analysis. Manages process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to the client and/or corporate Senior Management.

Minimum Education: Possesses a Master's degree in business administration for other related technical or scientific discipline or equivalent work experience per final paragraph.

Management Consultant

Minimum/General Experience: Will have ten (10) years progressive experience. Experience managing at least one major Program or multiple concurrent medium to large complex projects from inception to deployment. Includes demonstrated exceptional written and oral communication skills, including white papers and forma presentations. Must have demonstrated experience in managing all key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as Project or Program manager of a large multi-task effort, applying a wide spectrum of disciplines for the planning, analysis, design,

implementation and support of assigned tasks. Oversees development of analytical and computational techniques and methodology for problem solutions. Directs enterprise wide strategic systems planning, business information planning, business and analysis. Manages process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, directs team in the application of reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Senior Program Manager.

Minimum Education: Possesses a Master's degree in business administration for other related technical or scientific discipline or equivalent work experience per final paragraph.

Principal Consultant II

Minimum/General Experience: Candidate will have eight (8) years progressive experience. Will have both technical and management experience, from inception to deployment, of two or more large-scale complex projects. Includes demonstrated exceptional written and oral communication skills, including white papers and formal presentations. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under general direction.

Functional Responsibilities: Serves as a Technical Project Lead or Manager across all major technical areas of the project, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Program Manager.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Principal Consultant I

Minimum/General Experience: Candidate will have six (6) years progressive experience. Will have both technical and management experience, from inception to deployment, or one or more large-scale complex Projects. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under general direction.

Functional Responsibilities: Serves as a Technical Task Lead or Manager in multiple project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation and support of assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance

role. Identifies all task responsibilities and reports any changes or suggestions accordingly to Project/Program Manager.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant III

Minimum/General Experience: Will have five (5) years progressive experience. Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant II

Minimum/General Experience: Will have four (4) years progressive experience. Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise wide strategic systems planning, business information planning, business and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Consultant I

Minimum/General Experience: Will have three (3) years progressive experience.

Specialized experience includes experience in one or more functional areas. Includes demonstrated exceptional written and oral communication skills. Must have demonstrated experience in execution of key project areas. Demonstrated ability to work independently or under only general direction.

Functional Responsibilities: Serves as a part of a team of Technical Specialist in one or more project tasks, applying a wide spectrum of disciplines for the planning, analysis, design, implementation, and support assigned tasks. Assists in the development of analytical and computational techniques and methodology for problem solutions. Assists with process and data modeling in support of the planning and analysis efforts using both manual and automated tools. As applicable, applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. May perform a quality assurance role. Identifies all task responsibilities and reports and changes or suggestions accordingly to Senior Consultant or Project Manager.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Junior Consultant II

Minimum/General Experience: Has two (2) years experience within the general functional area and one (1) year of specialized experience working in the specified functional area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability, maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Serves as part of a team of Technical Specialists performing routine assignments associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplied, prepares draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for conformity to requirements and completeness. Maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, working groups and briefings; reports issues and problems. Works under guidelines established by a supervisor; receives instructions on specific assignment objectives, features, possible solutions, etc. Work is reviewed for consistency and completeness.

Minimum Education: Possesses a Bachelor's degree in business administration or other related technical or scientific discipline or equivalent work experience per final paragraph.

Principal Subject Matter Expert

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have twenty (20) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting

in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage. Minimum Education: Possesses Master's and Doctorate degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Senior Subject Matter Expert

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have fifteen (15) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage.

Minimum Education: Possesses Bachelor's and Master's degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert III

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have thirteen (13) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage.

Minimum Education: Possesses Bachelor's and Master's degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert II

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have twelve (12) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage. The use of this category must be approved by the customer on case-by-case basis.

Minimum Education: Possesses Bachelor's and Master's degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Subject Matter Expert I

Minimum/General Experience: In addition to general experience and knowledge of the particular area involved, must have ten (10) years of progressive experience in the specific area to be supported.

Functional Responsibilities: This labor category exists for the use of specialists and/or consultants who will provide expert support in the area(s) specified by the customer. Acting in an expert consultant role, this position provides input and support to Sr. Management, Executive officials, technical consultants, and other designated staff. The SME is responsible for maintaining up-to-date expertise in a specific subject area in order to participate in evaluating projects, processes, and programs for consistency with defined objectives. Monitors objectives for consistency with contract requirements and makes recommendations with regard to the depth and breadth of the subject matter coverage. The use of this category must be approved by the customer on case-by-case basis.

Minimum Education: Possesses Bachelor's degree in a technical or scientific field related to the task. Certification as a registered professional engineer may be substituted for the doctorate degree requirement, or equivalent work experience per final paragraph.

Principal Analyst

Minimum/General Experience: Has twelve (12) years progressive experience, selectively or in combination, within the general functional area and eight (8) years specialized experience directly related to the specific task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Responsible for the management of a large, complex systems acquisition program/project or major functional areas. Possesses demonstrated advanced technical and managerial skills; fully knowledgeable and experienced in all aspects of a program or functional area. Plans, develops or supports programs/projects; establishes objectives and requirements; adapts and applies applicable technical, administrative, financial and business process and procedures; develops budgets; develops program/project standards and schedules; monitors outside resources; coordinates reviews works of assigned staff. Reviews/oversees preparation of all related documentation; conducts reviews, technical interchange meetings, etc. Works independently under general guideline or objectives and directly participates and coordinates with the highest echelons and authority on all aspects pertinent to the successful implementation of the program or functional area.

Minimum Education: Possesses a Bachelor's or Master's degree in related technical or business discipline or equivalent work experience in final paragraph.

Senior Analyst II

Minimum/General Experience: Has ten (10) years progressive experience, selectively or in combination, within the general functional area and six (6) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Responsible for the management of a single systems acquisition program/project or a major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management; establishes objectives and requirements; develops budgets; develops program/project standards and schedules; monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews and supervises work of assigned staff. Reviews/oversees preparation of all related documentation; conducts program reviews, meetings, etc. Works independently under general guidelines or objectives set by supervisor.

Minimum Education: Possesses a Bachelor's or Master's degree in related technical or business discipline or equivalent work experience in final paragraph.

Senior Analyst I

Minimum/General Experience: Has seven (7) years progressive experience, selectively or in combination, within the general functional area and four (4) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Performs a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative aspects of the program or functional area. Uses own knowledge and information supplied relative to the technical or administrative aspects of the program to perform technical studies and analysis and prepare inputs to program documentation as it relates to that particular functional area; reviews final documents or data deliverables for completeness and conformity to requirements. Organizes and maintains management files and other data deliverable files. Participates in meetings, design reviews, briefings, etc. relating to the particular support function; identifies and reports on issues or related problems and potential risks; recommends risk mitigation actions. Works independently, under general guidelines set by supervisor; modifies and/or adapts techniques and standard approaches to solve moderately difficult problems encountered.

Minimum Education: Possesses a Bachelor's degree in related technical or business discipline or equivalent work experience in final paragraph.

Analyst II

Minimum/General Experience: Has five (5) years progressive experience, selectively or in combination, within the general functional area and two (2) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplied, develops draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for conformity to requirements and completeness. Organizes and maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions. Works under general guidelines established by supervisor; receives overall instructions on specific assignment objectives, features, possible solutions, etc. Assistance is furnished on unusual problems and work is reviewed for consistency and completeness.

Minimum Education: Possesses a Bachelor's degree in related technical or business discipline or equivalent work experience in final paragraph.

Analyst I

Minimum/General Experience: Has three (3) years progressive experience, selectively or in combination, within the general functional area and two (2) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial

management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative aspects of the program or functional area. Uses information supplied to perform technical studies and analysis and prepare inputs to program documentation as it relates to that particular functional area; reviews final documents or data deliverable for completeness and conformity requirements. Maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions. Works under general guidelines established by supervisor; modifies and/or adapts techniques and standard approaches to solve moderately difficult problems encountered.

Minimum Education: Possesses a Bachelor's degree in related technical or business discipline or equivalent work experience in final paragraph.

Junior Analyst II

Minimum/General Experience: Has two (2) years progressive experience, selectively or in combination, within the general functional area and four (2) years specialized experience directly related to the specified task area. Applicable functional areas include systems engineering, acquisition management, business process reengineering, specialty engineering (e.g., systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security, etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management.

Functional Responsibilities: Performs routine assignments associated with the implementation of standard techniques, procedures and/or criteria as they apply to the technical or administrative discipline relating to the task. Using prescribed methods and information supplies, prepares draft inputs to program documentation as it relates to any of the support functions; reviews final draft documents for completeness and conformity requirements. Maintains management files; tracks preparation and delivery status of data deliverables. Attends meetings, design reviews, working groups and briefings; reports issues and problems; recommends solutions. Works under general guidelines established by the supervisor; receives instruction on specific assignment objectives, features, possible solutions, etc. Work is reviewed for consistency and completeness.

Minimum Education: Possesses a Bachelor's degree in related technical or business discipline or equivalent work experience in final paragraph.

Administrative Support Technician II

Minimum/General Experience: Must have four (4) years experience working with technical, schedule, or cost information including indexing, cataloging, processing and abstracting cost, schedule, or technical information.

Functional Responsibilities: Capability to assist cost analysts/budget analyst/schedule analyst by collecting, organizing, and maintaining cost and cost related data. This includes carrying out literature and reference searches to extract and/or abstract pertinent

information from source material in support of engineering or cost analysis activities. Ability to perform some computer assisted analysis of data.

Minimum Education: Possesses a Bachelor's degree in related technical or business discipline or equivalent work experience in final paragraph.

Administrative Support Technician I

Minimum/General Experience: Must have two (2) years of administrative support experience. Knowledge of IBM compatible computers and knowledge of Microsoft Office.

Functional Responsibilities: Provide administrative support to staff. Responsibilities include filing, maintaining library, typing and preparation of correspondence, letters, and technical documentation such as working notes, briefings, monthly progress reports, and spreadsheets, etc.

Minimum Education: High School Diploma or equivalent work experience per final paragraph.

Education versus Experience

Education Substituted for Experience: Formal education may substitute for experience. Each formal degree (i.e., Bachelors, Masters, or Ph.D.) may substitute for four (4) years of experience. Experience Substituted for Formal Education: Specialized experience may substitute for formal education. Four (4) years of experience may substitute for a Bachelor Degree. Bachelor's Degree plus 2 years of additional general experience and 2 additional years of specific related experience with similar functional responsibilities may substitute for a Master's Degree.

Attachment 2: GSA Pricing

		2015	2016	2017	2018	2019
SIN	Service	GSA Net Rate	GSA Net Rate	GSA Net Rate	GSA Net Rate	GSA Net Rate
CONUS						
874-1/RC	Task Order Manager	\$65.55	\$66.79	\$68.06	\$69.36	\$70.67
874-1/RC	Senior Management Consultant	\$118.56	\$120.81	\$123.11	\$125.45	\$127.83
874-1/RC	Management Consultant	\$85.44	\$87.07	\$88.72	\$90.41	\$92.12
874-1/RC	Consultant III	\$48.28	\$49.19	\$50.13	\$51.08	\$52.05
874-1/RC	Principal Consultant II	\$77.35	\$78.82	\$80.31	\$81.84	\$83.40
874-1/RC	Principal Consultant I	\$54.00	\$55.02	\$56.07	\$57.13	\$58.22
874-1/RC	Principal Subject Matter Expert	\$138.61	\$141.24	\$143.93	\$146.66	\$149.45
874-1/RC	Sr. Subject Matter Expert	\$109.60	\$111.68	\$113.80	\$115.97	\$118.17
874-1/RC	Subject Matter Expert III	\$98.45	\$100.32	\$102.23	\$104.17	\$106.15
874-1/RC	Subject Matter Expert II	\$92.62	\$94.38	\$96.18	\$98.00	\$99.87
874-1/RC	Subject Matter Expert I	\$84.20	\$85.80	\$87.43	\$89.09	\$90.78
874-1/RC	Principal Analyst	\$163.24	\$166.34	\$169.50	\$172.72	\$176.01
874-1/RC	Senior Analyst II	\$124.19	\$126.55	\$128.95	\$131.40	\$133.90
874-1/RC	Senior Analyst I	\$70.84	\$72.19	\$73.56	\$74.96	\$76.38
874-1/RC	Analyst II	\$48.25	\$49.17	\$50.10	\$51.06	\$52.03
874-1/RC	Administrative Support Tech II*	\$38.93	\$39.67	\$40.43	\$41.20	\$41.98
PACIFIC						
874-1	Task Order Manager	\$65.59	\$66.84	\$68.11	\$69.40	\$70.72
874-1	Senior Management Consultant	\$124.33	\$126.70	\$129.10	\$131.56	\$134.06
874-1	Management Consultant	\$86.45	\$88.10	\$89.77	\$91.47	\$93.21
874-1	Principal Consultant II	\$77.40	\$78.87	\$80.37	\$81.90	\$83.46
874-1	Principal Consultant I	\$51.43	\$52.40	\$53.40	\$54.41	\$55.45
874-1	Consultant III	\$46.37	\$47.25	\$48.15	\$49.06	\$49.99
874-1	Consultant II	\$41.12	\$41.90	\$42.69	\$43.50	\$44.33
874-1	Consultant I	\$39.49	\$40.24	\$41.00	\$41.78	\$42.58
874-1	Junior Consultant II	\$37.85	\$38.57	\$39.30	\$40.05	\$40.81
874-1	Principal Subject Matter Expert	\$147.73	\$150.54	\$153.40	\$156.31	\$159.28
874-1	Senior Subject Matter Expert	\$113.76	\$115.92	\$118.12	\$120.37	\$122.66
874-1	Subject Matter Expert III	\$100.80	\$102.72	\$104.67	\$106.66	\$108.68
874-1	Subject Matter Expert II	\$94.26	\$96.05	\$97.88	\$99.74	\$101.63
874-1	Subject Matter Expert I	\$86.53	\$88.18	\$89.85	\$91.56	\$93.30
874-1	Principal Analyst	\$174.71	\$178.03	\$181.41	\$184.85	\$188.37
874-1	Senior Analyst II	\$129.06	\$131.51	\$134.01	\$136.56	\$139.15
874-1	Senior Analyst I	\$71.19	\$72.54	\$73.92	\$75.32	\$76.75
874-1	Analyst II	\$44.18	\$45.02	\$45.87	\$46.74	\$47.63
874-1	Analyst I	\$36.23	\$36.92	\$37.62	\$38.33	\$39.06
874-1	Junior Analyst II	\$34.32	\$34.97	\$35.63	\$36.31	\$37.00

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SIN	Service	2015	2016	2017	2018	2019
		GSA Net Rate	GSA Net Rate	GSA Net Rate	GSA Net Rate	GSA Net Rate
874-1	Administrative Support Technician II	\$36.85	\$37.55	\$38.26	\$38.99	\$39.73
874-1	Administrative Support Technician I	\$27.41	\$27.93	\$28.46	\$29.00	\$29.55
EUROPE						
874-1	Task Order Manager	\$122.60	\$124.93	\$127.31	\$129.72	\$132.19
874-1	Senior Management Consultant	\$209.10	\$213.07	\$217.12	\$221.25	\$225.45
874-1	Management Consultant	\$155.82	\$158.78	\$161.79	\$164.87	\$168.00
874-1	Principal Consultant II	\$144.69	\$147.44	\$150.24	\$153.10	\$156.01
874-1	Principal Consultant I	\$128.45	\$130.89	\$133.38	\$135.91	\$138.50
874-1	Consultant III	\$93.53	\$95.31	\$97.12	\$98.96	\$100.84
874-1	Consultant II	\$90.07	\$91.78	\$93.52	\$95.30	\$97.11
874-1	Consultant I	\$85.75	\$87.38	\$89.04	\$90.73	\$92.46
874-1	Junior Consultant II	\$85.37	\$87.00	\$88.65	\$90.33	\$92.05
874-1	Junior Consultant I	\$83.51	\$85.09	\$86.71	\$88.36	\$90.03
874-1	Principal Subject Matter Expert	\$238.31	\$242.84	\$247.45	\$252.16	\$256.95
874-1	Senior Subject Matter Expert	\$193.44	\$197.11	\$200.86	\$204.67	\$208.56
874-1	Subject Matter Expert III	\$175.82	\$179.16	\$182.56	\$186.03	\$189.57
874-1	Subject Matter Expert II	\$166.43	\$169.59	\$172.81	\$176.09	\$179.44
874-1	Subject Matter Expert I	\$153.01	\$155.91	\$158.88	\$161.90	\$164.97
874-1	Principal Analyst	\$284.67	\$290.08	\$295.59	\$301.21	\$306.93
874-1	Senior Analyst II	\$228.23	\$232.57	\$236.99	\$241.49	\$246.08
874-1	Senior Analyst I	\$133.06	\$135.59	\$138.17	\$140.79	\$143.47
874-1	Analyst II	\$96.77	\$98.61	\$100.49	\$102.40	\$104.34
874-1	Analyst I	\$78.69	\$80.18	\$81.71	\$83.26	\$84.84
874-1	Junior Analyst II	\$77.40	\$78.87	\$80.37	\$81.90	\$83.46
874-1	Administrative Support Technician II	\$83.12	\$84.70	\$86.31	\$87.95	\$89.62
874-1	Administrative Support Technician I	\$65.02	\$66.26	\$67.52	\$68.80	\$70.11

Prices are escalated at 1.9% per year.

SCA Matrix

SCA Eligible	SCA Equivalent Code - Title	Wage Determination
*Administrative Support Tech II	01112 – General Clerk II	2005-2522 Revision 16

The Service Contract Act (SCA) is applicable to this contract and includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.